



FINAL RESEARCH REPORT

UMS RESEARCH GERAN
PROJECT NO: 10/98

***Employment Creation in The Hotel Industry for Women in
Rural Areas: Case Studies from Kundasang and Tuaran, Sabah***

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28 August 1999



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1.0 Synopsis

Bahasa Malaysia

Usaha memajukan kumpulan wanita khususnya di luar bandar tidak begitu meluas dan berkesan. Sejak peningkatan industri pelancongan di Sabah, khususnya pembangunan hotel di kawasan luar bandar, wujudlah peluang pekerjaan yang baru. Industri hotel memerlukan para pekerja yang mahir maupun yang bukan mahir khususnya untuk bekerja dibahagian Penyediaan dan Pengemasan ('Housekeeping'), Dapur dan Restoran dan juga di Pejabat Hadapan. Ini telah membuka jalan bagi penduduk di kawasan-kawasan tersebut untuk mencuba nasib bekerja di industri hotel. Penyelidikan ini bertujuan untuk mendalami isu-isu yang penting bagi tujuan melihat perspektif wanita dalam pembangunan. Penyelidikan ini tertumpu kepada dua kawasan luar bandar iaitu Kundasang dan Tuaran dimana industri perhotelan di kawasan tersebut telah membangun dengan pesat dalam jangka masa empat tahun yang lepas. Kaum wanita yang menjadi tumpuan terdiri daripada suku kaum Kadazandusun dan Bajau dimana kebanyakan mereka dikategorikan sebagai suri rumah tangga, peternak, peladang atau peniaga di tamu. Penyelidikan ini mendalami pendapat wanita dari golongan tersebut yang telah menceburi bidang perhotelan. Matlamat penyelidikan tersebut adalah untuk meningkatkan kesedaran terhadap isu-isu yang dihadapi oleh kaum wanita tersebut. Ini termasuk kemusykilan mendapat pekerjaan, kelebihan mendapat latihan semasa bekerja, peluang mengubah cara hidup (menceburi kerjaya) dan kekangan kepada peluang tersebut disebabkan peranan kaum wanita dalam masyarakat tempatan.

English

The effort to encourage women to partake in development in the rural areas of Sabah has been a slow and tedious process. However, the development of the tourism industry particularly in the rural areas of Sabah has meant the availability of employment in a new area – that of working in hotels. The hotel industry welcomes employees, both skilled and unskilled to fill various job requirements, which include Housekeeping, Kitchen, Restaurants and also Front Office. This has meant the opportunity for locals to seek employment in this relatively new industry as opposed to fishing or growing vegetables. This study sets out to look at the perspective of women in development and to pinpoint the main issues in encouraging such employment. The study looks at two case studies, of Kundasang and Tuaran, two areas where tourism development in the last 4 years. The main sample of female employees consists of women who are of Kadazandusun and Bajau descent. Most of them are categorised as housewives, planters, farmers or run stalls at the *Tamu* selling local wares. The primary objective of the study is to delve into the opinion of women who are now working in the hotel industry and to raise an awareness of the issues that need to be improved for the sake of improving the situation for them. This includes looking into access to employment, training, and the opportunity to change their lives (to build a career) and to highlight the main obstacles to their desire to develop a career as related to their traditional role in the society.